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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2048
Shirley F. Ebbesen		Revision No.: 8
Director		Date Of Revision: 05/29/2008
Division of Wage Determinations		

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.03
01012 - Accounting Clerk II	15.76
01013 - Accounting Clerk III	17.65
01020 - Administrative Assistant	25.10
01040 - Court Reporter	18.23
01051 - Data Entry Operator I	11.28
01052 - Data Entry Operator II	12.98
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.30
01111 - General Clerk I	10.69
01112 - General Clerk II	14.92
01113 - General Clerk III	16.67
01120 - Housing Referral Assistant	21.35
01141 - Messenger Courier	10.62
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	16.85
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	22.26
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.51
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	16.84
01311 - Secretary I	16.84
01312 - Secretary II	19.15
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	25.10
01420 - Survey Worker	18.23
01531 - Travel Clerk I	13.69
01532 - Travel Clerk II	14.83
01533 - Travel Clerk III	15.91

01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.95
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.87
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.12
11060 - Elevator Operator	10.40
11090 - Gardener	16.87
11122 - Housekeeping Aide	10.40
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	12.65
11240 - Maid or Houseman	9.09
11260 - Pruner	13.27
11270 - Tractor Operator	15.05
11330 - Trail Maintenance Worker	12.65
11360 - Window Cleaner	13.66
12000 - Health Occupations	
12010 - Ambulance Driver	17.74
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	23.66
12015 - Certified Physical Therapist Assistant	25.71
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	36.45
12030 - EKG Technician	24.07
12035 - Electroneurodiagnostic Technologist	24.07
12040 - Emergency Medical Technician	17.74
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	21.62
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.86
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	34.19
12221 - Nursing Assistant I	9.61

12222 - Nursing Assistant II	10.81
12223 - Nursing Assistant III	11.79
12224 - Nursing Assistant IV	13.24
12235 - Optical Dispenser	15.93
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	16.72
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	29.32
12312 - Registered Nurse II	35.85
12313 - Registered Nurse II, Specialist	35.85
12314 - Registered Nurse III	41.48
12315 - Registered Nurse III, Anesthetist	41.48
12316 - Registered Nurse IV	49.72
12317 - Scheduler (Drug and Alcohol Testing)	20.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.90
13012 - Exhibits Specialist II	29.61
13013 - Exhibits Specialist III	36.21
13041 - Illustrator I	25.31
13042 - Illustrator II	31.37
13043 - Illustrator III	38.35
13047 - Librarian	30.36
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	24.92
13058 - Library Technician	19.44
13061 - Media Specialist I	16.83
13062 - Media Specialist II	18.81
13063 - Media Specialist III	20.97
13071 - Photographer I	17.57
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	16.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.30
14042 - Computer Operator II	18.23
14043 - Computer Operator III	21.74
14044 - Computer Operator IV	24.69
14045 - Computer Operator V	27.33
14071 - Computer Programmer I (1)	22.80
14072 - Computer Programmer II (1)	
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	16.30
14160 - Personal Computer Support Technician	24.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	38.51
15030 - Air Crew Training Devices Instructor (Pilot)	46.16
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	29.83
15070 - Flight Instructor (Pilot)	46.16
15080 - Graphic Artist	23.42
15090 - Technical Instructor	22.30
15095 - Technical Instructor/Course Developer	27.28
15110 - Test Proctor	18.40
15120 - Tutor	18.40
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	

21020 - Forklift Operator	14.46
21030 - Material Coordinator	21.43
21040 - Material Expediter	21.43
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	14.79
21130 - Shipping/Receiving Clerk	14.79
21140 - Store Worker I	10.87
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	19.52
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	27.14
23130 - Carpenter, Maintenance	26.57
23140 - Carpet Layer	19.00
23160 - Electrician, Maintenance	28.35
23181 - Electronics Technician Maintenance I	23.38
23182 - Electronics Technician Maintenance II	24.90
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	17.18
23311 - Fuel Distribution System Mechanic	23.90
23312 - Fuel Distribution System Operator	18.26
23370 - General Maintenance Worker	22.52
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	17.18
23392 - Gunsmith II	19.88
23393 - Gunsmith III	22.48
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	29.01
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	21.93
23470 - Laborer	12.49
23510 - Locksmith	18.81
23530 - Machinery Maintenance Mechanic	24.65
23550 - Machinist, Maintenance	23.17
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	27.13
23593 - Metrology Technician III	29.73
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	23.40
23810 - Plumber, Maintenance	22.04
23820 - Pneudraulic Systems Mechanic	22.48
23850 - Rigger	25.51
23870 - Scale Mechanic	19.98
23890 - Sheet-Metal Worker, Maintenance	21.17
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	24.56
23932 - Telecommunications Mechanic II	25.91

23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	23.18
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.39
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.22
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	26.22
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	12.32
27008 - Corrections Officer	29.07
27010 - Court Security Officer	30.28
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	29.07
27070 - Firefighter	29.97
27101 - Guard I	12.32
27102 - Guard II	23.77
27131 - Police Officer I	33.79
27132 - Police Officer II	37.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.60
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Equipment Worker	8.79
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	12.55
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	17.82
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	15.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.29
29020 - Hatch Tender	21.29
29030 - Line Handler	21.29
29041 - Stevedore I	20.46
29042 - Stevedore II	21.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.58
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.91
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.54
30021 - Archeological Technician I	20.47
30022 - Archeological Technician II	22.01
30023 - Archeological Technician III	31.33
30030 - Cartographic Technician	31.33
30040 - Civil Engineering Technician	26.42
30061 - Drafter/CAD Operator I	22.60
30062 - Drafter/CAD Operator II	25.28
30063 - Drafter/CAD Operator III	28.18
30064 - Drafter/CAD Operator IV	34.68
30081 - Engineering Technician I	18.14
30082 - Engineering Technician II	20.37
30083 - Engineering Technician III	22.78
30084 - Engineering Technician IV	28.23
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	41.77
30090 - Environmental Technician	25.20

30210 - Laboratory Technician	21.03
30240 - Mathematical Technician	29.46
30361 - Paralegal/Legal Assistant I	19.44
30362 - Paralegal/Legal Assistant II	25.20
30363 - Paralegal/Legal Assistant III	30.82
30364 - Paralegal/Legal Assistant IV	37.29
30390 - Photo-Optics Technician	28.23
30461 - Technical Writer I	22.26
30462 - Technical Writer II	27.22
30463 - Technical Writer III	32.94
30491 - Unexploded Ordnance (UXO) Technician I	23.88
30492 - Unexploded Ordnance (UXO) Technician II	28.90
30493 - Unexploded Ordnance (UXO) Technician III	34.61
30494 - Unexploded (UXO) Safety Escort	23.88
30495 - Unexploded (UXO) Sweep Personnel	23.88
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	25.14
30621 - Weather Observer, Senior (2)	27.93
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.39
31030 - Bus Driver	17.84
31043 - Driver Courier	11.87
31260 - Parking and Lot Attendant	8.56
31290 - Shuttle Bus Driver	12.95
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	12.95
31362 - Truckdriver, Medium	18.93
31363 - Truckdriver, Heavy	21.24
31364 - Truckdriver, Tractor-Trailer	21.24
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	21.08
99251 - Laboratory Animal Caretaker I	10.49
99252 - Laboratory Animal Caretaker II	11.44
99310 - Mortician	31.23
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.87
99710 - Recycling Laborer	17.38
99711 - Recycling Specialist	20.39
99730 - Refuse Collector	15.50
99810 - Sales Clerk	14.15
99820 - School Crossing Guard	9.06
99830 - Survey Party Chief	33.54
99831 - Surveying Aide	18.45
99832 - Surveying Technician	25.24
99840 - Vending Machine Attendant	12.48
99841 - Vending Machine Repairer	14.34
99842 - Vending Machine Repairer Helper	12.48

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order



proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.